

MEMORANDUM OF AGREEMENT

by and between

King County

and

United Association of Plumbers & Pipefitters Local No. 32

Apprenticeship Program

Union Code(s): 0032A
0032C

This agreement modifies Article 14, Section 14.13 of the current Agreement between King County and Joint Crafts Council, and supplements Appendix G (United Association of Plumbers and Pipefitters Local No. 32) of the Agreement. The parties, King County (the County), and United Association of Plumbers and Pipefitters Local No. 32 (the Union), agree to the following:

1. The parties agree to maintain an Apprenticeship Program in accordance with Federal and State apprenticeship laws.
2. The Union's Joint Apprenticeship Training Committee (JATC) shall provide apprentice employees as requested by the County, in accordance with the Standards of Apprenticeship adopted by Seattle Area Plumbers, Housing Plumbers, Pipefitters, Refrigeration, and Marine Pipefitters Apprenticeship Committee.
3. The County will allow the JATC to rotate the apprentice(s) to other employers as necessary to insure adequate training.
4. The County may terminate the employment of any apprentice at its discretion at any time.
5. An apprentice is an administrative intern exempt from the career service, and is not eligible for leave, medical insurance, or other benefits identified in Chapter 3 of the King County Code.

6. The County agrees to pay to the Plumbers and Pipefitters Trust and National Pension Trust the amount specified by the Trustees for vacation, pension, health and welfare, and JATC.

7. Apprentices shall receive an hourly rate based upon a percentage of the established basic hourly wage rate for building trades journey plumbers as follows:

a.	1st period	0-2000 hours	50%
b.	2nd period	2001-4000 hours	62.5%
c.	3rd period	4001-6000 hours	70%
d.	4th period	6001-8000 hours	75%
e.	5th period	8001-10,000 hours	85%

8. The Union agrees to notify the County at least thirty (30) days in advance of any change in the hourly rates for apprentices.

9. This Memorandum of Agreement will be in effect when signed by the parties, and covers the period beginning January 1, 2006, through December 31, 2008, unless modified by mutual agreement of the parties.

APPROVED this _____ day of _____, 2007

By: _____

King County Executive

By: _____

United Association of Plumbers & Pipefitters
Local No. 32